



METI Nurse Residency Program

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The Issues

- ▶ New graduates have no practical experience
 - ▶ Enormous burden on the fiscal and human resources of an organization
 - ▶ 50% leave their first job in the first year
- ▶ Current nursing shortage is unique
- ▶ Population is aging and acuity is increasing

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More Issues

- ▶ Most “orientation” programs are “same old ways, different day”
 - ▶ Didactic based: “sage on the stage”
- ▶ Patient Safety initiatives are at the fore front
 - ▶ Consumer awareness
 - ▶ Organizational initiatives
- ▶ Thus a new approach is required!

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Patient Simulation and Skill Training

- ▶ Practice in a safe environment
- ▶ Learn rare events
- ▶ Repetition of cases and experiences
- ▶ Develop problem solving skills and thinking
- ▶ Learn from errors without patient harm
- ▶ Practice teamwork
- ▶ Practice skills with increasing complexity
- ▶ Allows educators to evaluate competencies

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Components

- ▶ Curriculum Outlines
- ▶ SCEs
 - ▶ Med/Surg 22
 - ▶ Critical Care 13
 - ▶ Responding to Medical Emergencies 13
 - ▶ Emergency Department 20
 - ▶ Pediatric 21
 - ▶ NICU 15
 - ▶ OB 2
 - ▶ OR 1

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Components

- ▶ PowerPoint Presentations
- ▶ Self directed learning materials
- ▶ Situational briefing model (SBAR) incorporated throughout program

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METI Plan

- ▶ Develop Nurse Residency Program in Modules
 - ▶ Med/Surg this year
 - ▶ Critical Care (Adult) to follow early 2009
 - ▶ Emergency Department
 - ▶ Experienced Nurse Orientation
 - ▶ Pediatrics
 - ▶ NICU

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Open Discussion

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